

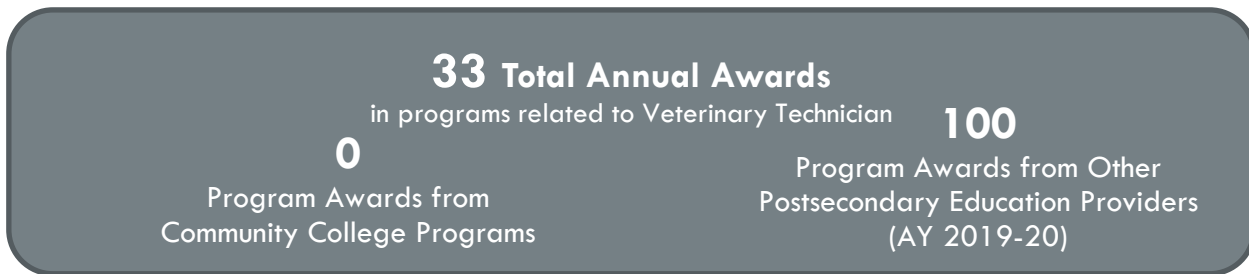
Veterinary Technician

Inland Empire/Desert Region (Riverside and San Bernardino counties)

Summary



Over the next five years (2021-2026), veterinary technician employment is projected to



The Inland Empire/Desert Centers of Excellence



Cautiously Recommends

Veterinary Technician Occupational Training
due to the low wages for these workers in the region. See the summary section for further detail.

Introduction

California Community College veterinary technician (licensed) (TOP 0102.10) programs prepare students for employment through instruction related to the laws and regulations, principles and practices, and licensure requirements that prepare individuals to assist the veterinarian, biological researcher, or other scientists in applying knowledge of veterinary medical assisting procedures and techniques (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by veterinary technician (licensed) programs lead to employment in the following occupations, further referred to as the veterinary technician occupational group:

- Veterinary Technologists and Technicians (SOC 29-2056)
- Veterinary Assistants and Laboratory Animal Caretakers (31-9096)

Job Counts and Projections

In 2021, 1,767 veterinary technician jobs were located in the Inland Empire/Desert region. Employment for this occupational group is projected to increase by 12% through 2026, with 269 job openings expected annually. Exhibit 1 displays the job counts, projected job growth, job openings, and the share of incumbent workers aged 55 years and older in the region.

Exhibit 1: Five-year projections, Inland Empire/Desert Region, 2021-2026

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Veterinary Assistants and Laboratory Animal Caretakers	1,010	1,118	11%	954	191	10%
Veterinary Technologists and Technicians	757	864	14%	390	78	9%
Total	1,767	1,981	12%	1,344	269	9%

Source: Lightcast 2022.4

An online job advertisement (ad) search for the veterinary technician occupational group was conducted to reveal the employers seeking these workers, including the time it takes to fill positions, earnings information, education and experience requirements, and in-demand skills. Over the previous 12 months, there were 604 job ads posted for the veterinary technician occupational group in the region.

Exhibit 2 shows the number of job ads posted during the last 12 months and the regional and statewide average time to fill this job. On average, regional employers spend 58 days filling online job ads for these occupations, two days longer than employers throughout California. Time to fill information indicates regional employers likely face similar challenges filling open positions as other employers in California.

Exhibit 2: Job ads and time to fill, Inland Empire/Desert Region, December 2021 – November 2022

Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Veterinary Technologists and Technicians	354	56	56
Veterinary Assistants and Laboratory Animal Caretakers	250	60	56
Total	604	58	56

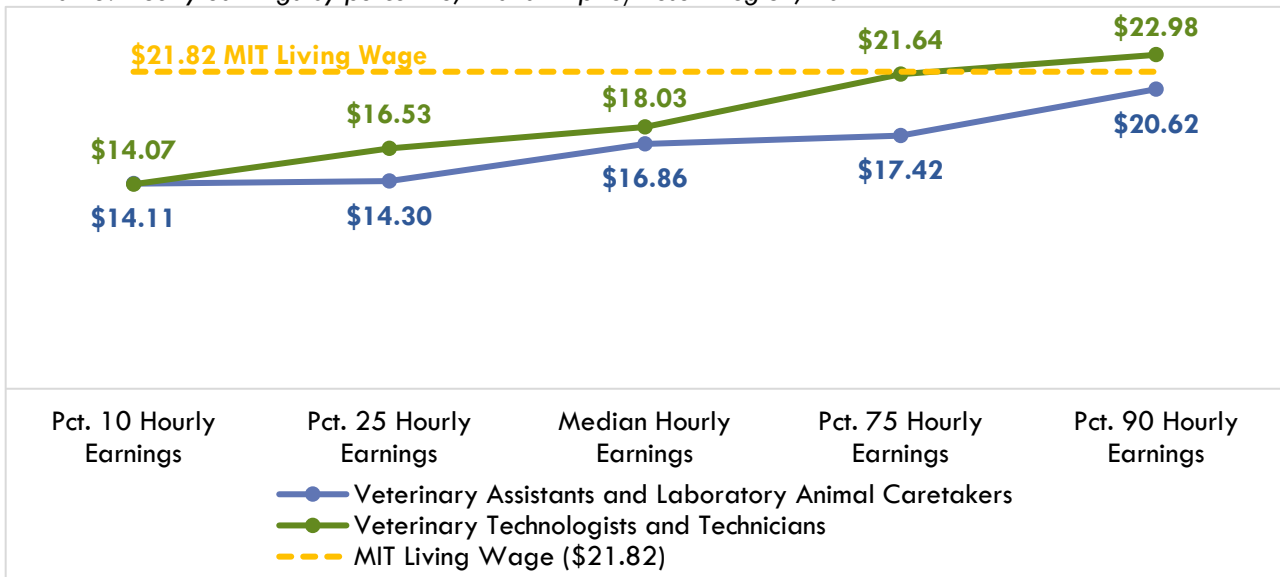
Source: Burning Glass – Labor Insights

Earnings

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually in California to be self-sufficient (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for the veterinary technician occupational group. The hourly earnings for veterinary technologists and technicians surpass the living wage standard until the 90th percentile, indicating that only 10% of workers earn a living wage. Wages for veterinary assistants and laboratory animal caretakers do not exceed the living wage, indicating that these workers may struggle to support themselves.

Exhibit 3: Hourly earnings by percentile, Inland Empire/Desert Region, 2021

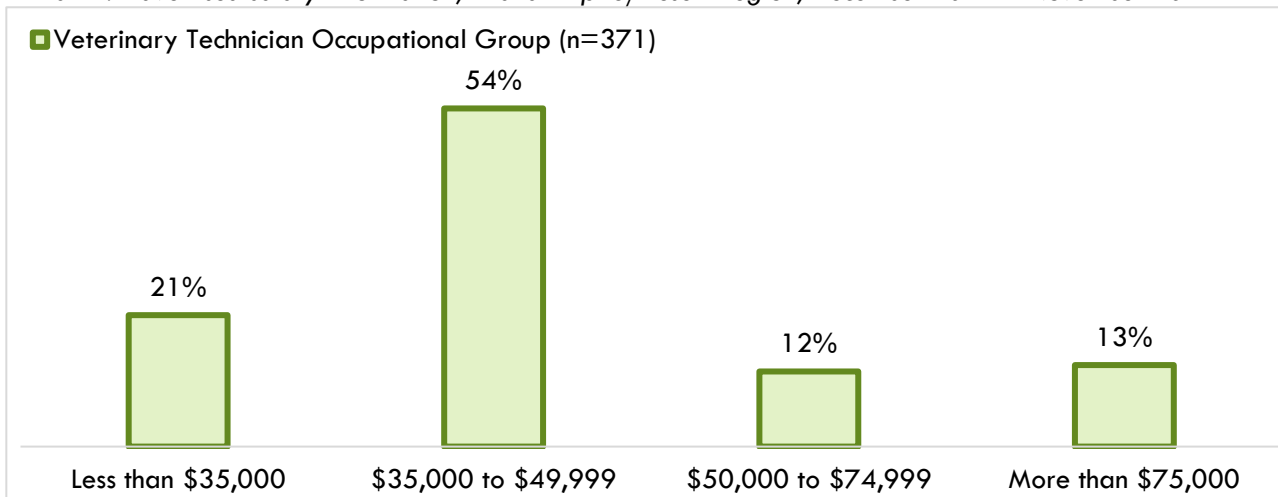


Source: Lightcast 2022.4

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the veterinary technician occupational group over the last 12 months. Online job ad salary information reveals employers willing to pay the veterinary technician occupational group an average annual salary of \$50,000, above the region's \$45,386 annual (\$21.82 hourly) MIT living wage standard. Consider the salary information with caution since only 61% (371 out of 604) of online job ads for these occupations provided salary information.

Exhibit 4: Advertised salary information, Inland Empire/Desert Region, December 2021 – November 2022



Source: Burning Glass – Labor Insights

Job Titles, Employers, Skills, Education, and Work Experience

Exhibit 5 displays the job titles most frequently requested by employers seeking veterinary technician workers in the region over the last 12 months. The most commonly requested job title for this occupational group was a veterinary technician.

Exhibit 5: Most frequently used job titles in employer job ads, Inland Empire/Desert Region, December 2021 – November 2022

Job Titles	Job Ads
Veterinary Technician	172
Veterinary Assistant	132
Registered Veterinary Technician	32
Veterinary Technician/Assistant	27
Veterinary Assistant/Receptionist	18
All other job titles	223
Total	604

Source: Burning Glass – Labor Insights

Exhibit 6 displays the employers that posted the most job ads for the veterinary technician occupational group in the region over the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. Banfield Pet Hospital posted the most job ads for the veterinary technician occupational group over the previous 12 months.

Exhibit 6: Employers posting the most job ads for the veterinary technician occupational group over the last 12 months, Inland Empire/Desert Region, December 2021 – November 2022

Top Employers	Job Ads
Banfield Pet Hospital	107
VCA Animal Hospital	104
Petco	31
Chino Hills Animal and Pet Resort	18
University of California, Riverside	12
<i>All other employers</i>	332
Total	604

Source: Burning Glass – Labor Insights

Exhibit 7 lists a sample of specialized and employability skills employers' seek when looking for workers to fill veterinary technician positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

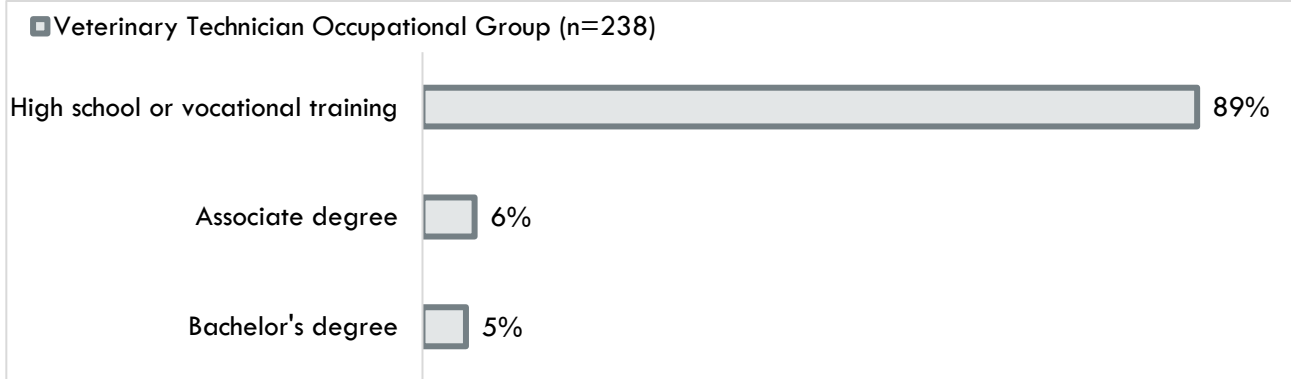
Exhibit 7: Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, December 2021 – November 2022

Specialized skills (n=523)	Employability skills
<ul style="list-style-type: none"> • Surgery • Veterinary Medicine • Customer Service • Medical Records Maintenance • Radiology • Venipuncture 	<ul style="list-style-type: none"> • Communication Skills • Teamwork/Collaboration • Organizational Skills • Physical Abilities • Computer Literacy • Multi-Tasking

Source: Burning Glass – Labor Insights

Exhibit 8 displays the minimum advertised education requirements for the veterinary technician occupational group. Most employer job ads (89%) for the veterinary technician occupational group sought candidates with a high school diploma or equivalent.

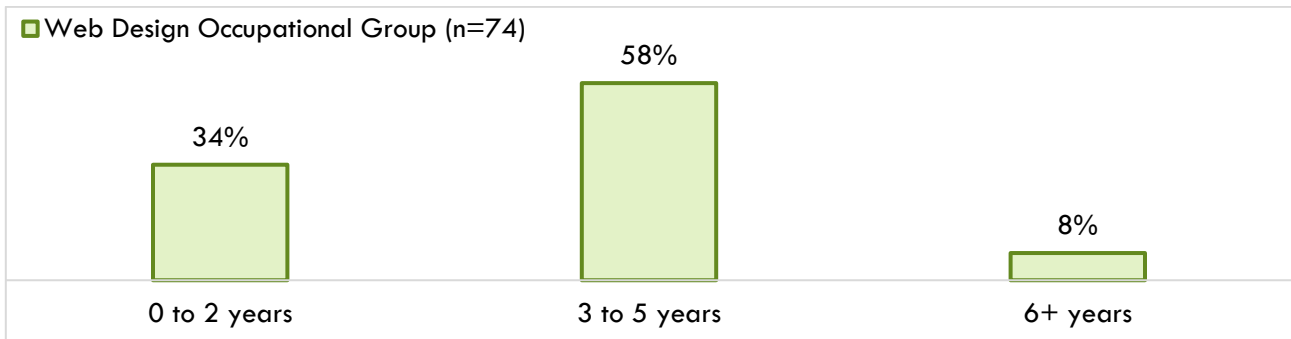
Exhibit 8: Minimum advertised education requirements, Inland Empire/Desert Region, December 2021 – November 2022



Source: Burning Glass – Labor Insights

Exhibit 9 displays the real-time work experience requirements from employer job ads for the veterinary technician occupational group. More than half of employers sought candidates with three to five years of work experience (58%), indicating that employers may value veterinary technician workers with previous work experience.

Exhibit 9: Real-time work experience requirements, Inland Empire/Desert Region, December 2021 – November 2022



Source: Burning Glass – Labor Insights

Certifications

Exhibit 10 displays the certifications required by employers posting job ads for the veterinary technician occupational group in the region. Certification requirements were included in only 39% of employer job ads (238 job ads). Of the job ads with certification requirements, approximately 92% sought candidates with a registered veterinary technician certification. The California Department of Consumer Affairs Veterinary Medical Board (VMB) is the certifying agency that issues registered veterinary technician licenses. To obtain licensure, individuals must complete an American Veterinary Medical Association (AVMA)-approved veterinary technology program and pass the Veterinarian Technician National Examination (VTNE) or equivalent (VMB, 2022). For more information regarding licensure, please visit the VMB website.

Exhibit 10: Certifications required by employer job ads, Inland Empire/Desert Region, December 2021 – November 2022

Certifications	Job Ads
Registered Veterinary Technician	218
Driver's License	15
Certified Animal Laboratory Technician	12

Source: Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Regional community colleges do not offer veterinary technician (licensed) (TOP 0102.10) programs. According to the Chancellor's Office Curriculum Inventory (COCI), 12 community colleges in California currently offer veterinary technician programs. Mt. San Antonio College, located in Los Angeles County, has a Registered Veterinary Technology Associate Degree program accredited by the American Veterinary Medical Association, utilizing the veterinary technician (licensed) program code. The program description for Mt. San Antonio College's associate degree program may be helpful for program development.

The Registered Veterinary Technology Program, which is accredited by the American Veterinary Medical Association, is designed to enable students to prepare for a career in this essential and diverse profession. The program is unique in that most courses provide hands-on experience designed to give the student a combination of practical skills and technical knowledge. This program is intended to prepare students for entry-level employment following graduation. This degree is designed to prepare students for careers as Registered Veterinary Technicians who will work under the supervision of licensed private organizations including veterinary hospitals, research facilities, animal shelters, and other animal care agencies. Graduates of the program receive an Associate in Science Degree in Registered Veterinary Technology and are eligible to take the VTNE (Veterinary Technicians National Exam), leading to licensure as a Registered Veterinary Technician (Mt. San Antonio College, 2022).

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 11.

Exhibit 11: 0102.10 – Veterinary technician (licensed) strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2019-2020 (Unless Noted)

Strong Workforce Program Metrics: 0102.10 – Veterinary Technician (Licensed) Academic Year 2019-20, unless noted otherwise		California
Unduplicated count of enrolled students (2020-21)		2,035
Completed 9+ career education units in one year (2020-21)		35%
Students who earned a degree, certificate, or attained apprenticeship (2020-21)		162

Strong Workforce Program Metrics: 0102.10 – Veterinary Technician (Licensed) Academic Year 2019-20, unless noted otherwise		California
Transferred to a four-year institution (transfers)		31
Job closely related to the field of study (2018-19)		83%
Median annual earnings (all exiters)		\$29,556
Median change in earnings (all exiters)		53%
Attained a living wage (completers and skills-builders)		36%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 12 displays awards for other postsecondary education providers reported in veterinary/animal health technology/technician and veterinary assistant (CIP 01.8301) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years. Three other regional postsecondary education providers issued 100 combined awards in the 2019-2020 academic year; no awards were issued in the previous two academic years. Each of the postsecondary education institutions displayed below are accredited by the American Veterinary Medical Association (AVMA, 2022).

Exhibit 12. Other educational providers veterinary/animal health technology/technician and veterinary assistant programs, three-year annual average credentials, Inland Empire/Desert Region, Academic Years 2017-2020

01.8301 – Veterinary/Animal Health Technology/Technician and Veterinary Assistant	Academic Year 2017-18	Academic Year 2018-19	Academic Year 2019-20	Other Educational Providers Annual Average Credentials, 2017-2020
Carrington College-Ontario				15
Associate Degree	0	0	46	15
Platt College-Ontario				9
Associate Degree	0	0	27	9
Platt College-Riverside				9
Associate Degree	0	0	27	9
Total	0	0	100	33

Source: IPEDS

Summary of Findings

Employment for the veterinary technician occupational group is expected to increase by 12% through 2026, with 269 job openings projected annually. The hourly earnings for veterinary technologists and technicians surpass the living wage standard until the 90th percentile, indicating that only 10% of workers earn a living wage. Wages for veterinary assistants and laboratory animal caretakers do not exceed the living wage, indicating that workers may struggle to support themselves. However, online job ad salary information reveals employers willing to pay the veterinary technician occupational group an average annual salary of \$50,000, above the region's \$45,386 annual (\$21.82 hourly) MIT living wage standard.

Regional community colleges do not offer veterinary technician (licensed) (TOP 0102.10) programs. Three other regional postsecondary education providers issued 100 combined awards in the 2019-2020 academic year in veterinary/animal health technology/technician and veterinary assistant (CIP 01.8301) programs.

The Centers of Excellence cautiously recommends expanding occupational training for veterinary technician occupations due to the low wages associated with these occupations. Colleges considering this program should partner with applicable employers to document worker demand and the skills necessary for students to earn a living wage after exiting the program.

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Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for veterinary technician occupations

Occupation Definitions (SOC code), Education and Training Requirements, Community College Education Attainment

Veterinary Technologists and Technicians (SOC 29-2056)

Perform medical tests in a laboratory environment for use in the treatment and diagnosis of diseases in animals. Prepare vaccines and serums for prevention of diseases. Prepare tissue samples, take blood samples, and execute laboratory tests, such as urinalysis and blood counts. Clean and sterilize instruments and materials and maintain equipment and machines. May assist a veterinarian during surgery.

Sample job titles: Certified Veterinary Technician (CVT), Emergency Veterinary Technician (Emergency Vet Tech), Internal Medicine Veterinary Technician (Internal Medicine Vet Tech), Licensed Veterinary Technician (LVT), Registered Veterinary Technician (RVT), Veterinarian Technician (Vet Tech), Veterinary Laboratory Technician (Vet Lab Tech), Veterinary Nurse (Vet Nurse), Veterinary Technician (Vet Tech), Veterinary Technologist

Entry-Level Educational Requirement: Associate degree

Work Experience Required: None

Training Requirement: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 56%

Veterinary Assistants and Laboratory Animal Caretakers (31-9096)

Feed, water, and examine pets and other nonfarm animals for signs of illness, disease, or injury in laboratories and animal hospitals and clinics. Clean and disinfect cages and work areas, and sterilize laboratory and surgical equipment. May provide routine postoperative care, administer medication orally or topically, or prepare samples for laboratory examination under the supervision of veterinary or laboratory animal technologists or technicians, veterinarians, or scientists.

Sample job titles: Animal Care Provider, Animal Caregiver, Avian Keeper, Certified Veterinary Assistant, Emergency Veterinary Assistant, Inpatient Technician Assistant, Kennel Vet Assistant (Kennel Veterinary Assistant), Research Animal Attendant, Small Animal Caretaker, Veterinarian Assistant (Vet Assistant)

Entry-Level Educational Requirement: High school diploma or equivalent

Work Experience Required: None

Training Requirement: Less than one-month on-the-job training

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 41%

Appendix: Methodology

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database records. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2022). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2022).

Job ad data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job ads often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collect resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for the veterinary technician occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino counties combined)

Occupation (SOC)	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Veterinary Assistants and Laboratory Animal Caretakers (31-9096)	1,010	108	11%	191	\$14.11 to \$20.62	\$16.86	\$34,000	High school diploma or equivalent & One month	None
Veterinary Technologists and Technicians (29-2056)	757	107	14%	78	\$14.07 to \$22.98	\$18.03	\$40,700	Associate's degree & None	None
Total	1,767	214	12%	269	-	-	-	-	-

Source: Lightcast 2022.4